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JAN 20 2004

Customer Number 22,862  
 Attorney Docket No. 7781.0083-00  
 SAP Ref. No.: 2003P00266 US01

## DECLARATION AND POWER OF ATTORNEY

As a below named inventor, I hereby declare that my residence, post office address and citizenship are as stated below next to my name; I believe I am the original, first, and sole inventor (if only one name is listed below) or an original, first, and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled: METHODS AND SYSTEMS FOR HUMAN RESOURCE BUDGETING AND CONTROL, the specification of which was filed on June 20, 2003, as United States Application No. 10/601,170.

I hereby state that I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above. I acknowledge the duty to disclose information which is material to patentability as defined in 37 CFR § 1.56.

I hereby claim foreign priority benefits under 35 U.S.C. § 119(a)-(d) or § 365(b) of any foreign application(s) for patent or inventor's certificate or § 365(s) of any PCT international application(s) designating at least one country other than the United States, listed below and have also identified below, any foreign application(s) for patent or inventor's certificate, or any PCT international application(s) having a filing date before that of the application(s) of which priority is claimed:

Country	Application Number	Date of Filing	Priority Claimed Under 35 U.S.C. 119
			<input type="checkbox"/> YES <input type="checkbox"/> NO
			<input type="checkbox"/> YES <input type="checkbox"/> NO

I hereby claim the benefit under 35 U.S.C. § 119(e) of any United States provisional application(s) listed below:

Application Number	Date of Filing
60/389,925	June 20, 2002

I hereby claim the benefit under 35 U.S.C. § 120 of any United States application(s) or § 303(c) of any PCT international application(s) designating the United States, listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States or PCT international application(s) in the manner provided by the first paragraph of 35 U.S.C. § 112, I acknowledge the duty to disclose information which is material to patentability as defined in 37 CFR § 1.89 which became available between the filing date of the prior application(s) and the national or PCT international filing date of this application:

Application Number	Date of Filing	Status (Patented, Pending, Abandoned)

I hereby appoint the following attorney and/or agent(s) to prosecute this application and transact all business in the Patent and Trademark Office connected therewith: FINNEGAN, HENDERSON, FARABOW, GARRETT & DUNNER, L.L.P., CUSTOMER NUMBER 22,862, Douglas B. Henderson, Reg. No. 20,281; Ford F. Farabow, Jr., Reg. No. 20,830; Arthur S. Garrett, Reg. No. 20,338; Donald R. Dunner, Reg. No. 18,073; Brian G. Brunsford, Reg. No. 22,693; Tipton D. Jennings, IV, Reg. No. 20,845; Jerry D. Voight, Reg. No. 23,020; Laurence R. Heiler, Reg. No. 20,827; Kenneth E. Payne, Reg. No. 23,098; Herbert H. Mintz, Reg. No. 20,891; C. Larry O'Rourke, Reg. No. 26,014; Albert J. Santorelli, Reg. No. 22,810; Michael C. Elmer, Reg. No. 23,857; Richard H. Smith, Reg. No. 20,809; Stephen L. Peterson, Reg. No. 28,325; John M. Romary, Reg. No. 28,331; Bruce C. Zoller, Reg. No. 25,476; David W. Hill, Reg. No. 27,932; Allen M. Sokol, Reg. No. 28,895; Robert D. Bejczyk, Reg. No. 26,387; Richard L. Stroup, Reg. No. 27,680; Dennis P. O'Reilly, Reg. No. 28,220; Thomas L. Irving, Reg. No. 28,819; Charles E. Lipsey, Reg. No. 28,163; Thomas W. Winland, Reg. No. 28,824; Susan Basil J. Lewis, Reg. No. 30,907; Richard B. Radtke, Reg. No. 30,418; Thomas H. Jenkins, Reg. No. 30,857; Robert E. Converse, Jr., Reg. No. 27,432; Clair X. Mullin, Jr., Reg. No. 20,348; Christopher P. Foley, Reg. No. 31,354; John C. Paul, Reg. No. 30,413; Roger D. Taylor, Reg. No. 28,992; David M. Kelly, Reg. No. 30,953; Kenneth J. Moyers, Reg. No. 25,140; Carol P. Eliaudi, Reg. No. 22,220; Walter Y. Boyd, Jr., Reg. No. 31,738; Steven M. Anzalona, Reg. No. 32,098; Jean B. Fordis, Reg. No. 32,884; Barbara C. McCurdy, Reg. No. 32,120; James K. Hammond, Reg. No. 31,954; Richard V. Burguljar, Reg. No. 31,744; J. Michael Jakas, Reg. No. 32,824; Thomas W. Banks, Reg. No. 32,719; Christopher P. Isaac, Reg. No. 32,816; Bryan C. Diner, Reg. No. 32,409; M. Paul Barker, Reg. No. 32,013; Andrew Chanho Sonu, Reg. No. 33,457; David S. Forman, Reg. No. 33,894; Vincent P. Kovalek, Reg. No. 32,887; James W. Edmondson, Reg. No. 33,871; Michael R. McGurk, Reg. No. 32,043; Josh M. Neth, Reg. No. 38,363; Gerson S. Panitch, Reg. No. 33,781; Chen M. Taylor, Reg. No. 33,218; Charles E. Van Horn, Reg. No. 40,286; Linda A. Wedler, Reg. No. 33,218; Jeffrey A. Berkowitz, Reg. No. 38,743; Michael R. Kelly, Reg. No. 33,921; James B. Monroe, Reg. No. 33,971; Doris Johnson Hines, Reg. No. 34,828; Lori Ann Bookoff, Reg. No. 38,084; Michele C. Bosch, Reg. No. 39,064; Ronald A. Blocker, Reg. No. 27,773; Kathleen A. Daby, Reg. No. 36,116; C. McDonnell, Reg. No. 34,872; Thalia V. Wamernert, Reg. No. 39,064; Ronald A. Blocker, Reg. No. 27,773; Kathleen A. Daby, Reg. No. 36,116; C. Gregory Gramendopoulos, Reg. No. 36,632; Anthony M. Gubwaki, Reg. No. 38,742; Yital Hu, Reg. No. 40,853; Lionel M. Lavenue, Reg. No. 48,858; and Gregory E. Lehman, Reg. No. 38,635; and Linda J. Thayer, Reg. No. 45,881, and SAP AKTIENGESELLSCHAFT, Shalendra Bhunalkar, Reg. No. 38,381; Anthony L. DiBarbiomea, Reg. No. 37,308; Christopher L. Faye, Reg. No. 43,808; Kevin M. Curran, Reg. No. 43,571; Thomas A. Hassing, Reg. No. 35,158; Joseph A. Root, Reg. No. 30,878; Naomi Abe Vooght, Reg. No. 44,371; and Jürgen K. Voltrath, Reg. No. 48,088. Please address all correspondence to FINNEGAN, HENDERSON, FARABOW, GARRETT & DUNNER, L.L.P., 1300 I Street, N.W., Washington, D.C. 20005, Telephone No. (202) 408-4000.

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like to made are punishable by fine or imprisonment or both, under section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issuing thereon.

Attorney Docket No. 7781.0083-00  
SAP Ref. No.: 2003P00255 J601

Full Name of First Inventor Andy Patchl	Inventor's Signature <i>Andy Patchl</i>	Date 11/24/03
Residence Ubstadt-Weiher		Citizenship Germany
Post Office Address zum Spennel 17, 76888 Ubstadt-Weiher, Germany		
Full Name of Second Inventor Nicole Unser	Inventor's Signature <i>Nicole Unser</i>	Date 11/24/03
Residence Nuesloch, Germany		Citizenship Germany
Post Office Address Leimbachstrasse 29, 69226 Nuesloch, Germany		